



The State of the METOC Community



My Objective Today

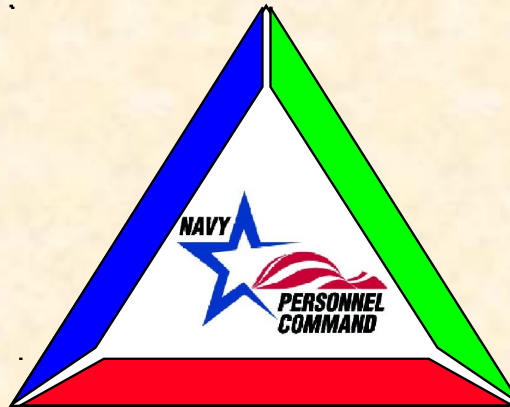
- **Provide an overview of:**
 - ✳ **Community health**
 - ✳ **Career guidance**
- **Answer your questions ... so**
... Ask questions anytime!



What we do for you ...

- **Oceanography Community Management (1800)**
- **Assignments (a.k.a. Detailing) (1800, 6460)**
- **Placement (1800, 6460, URL)**

Navy's Needs



**Officer's
Career
Progression**

Personal Desires

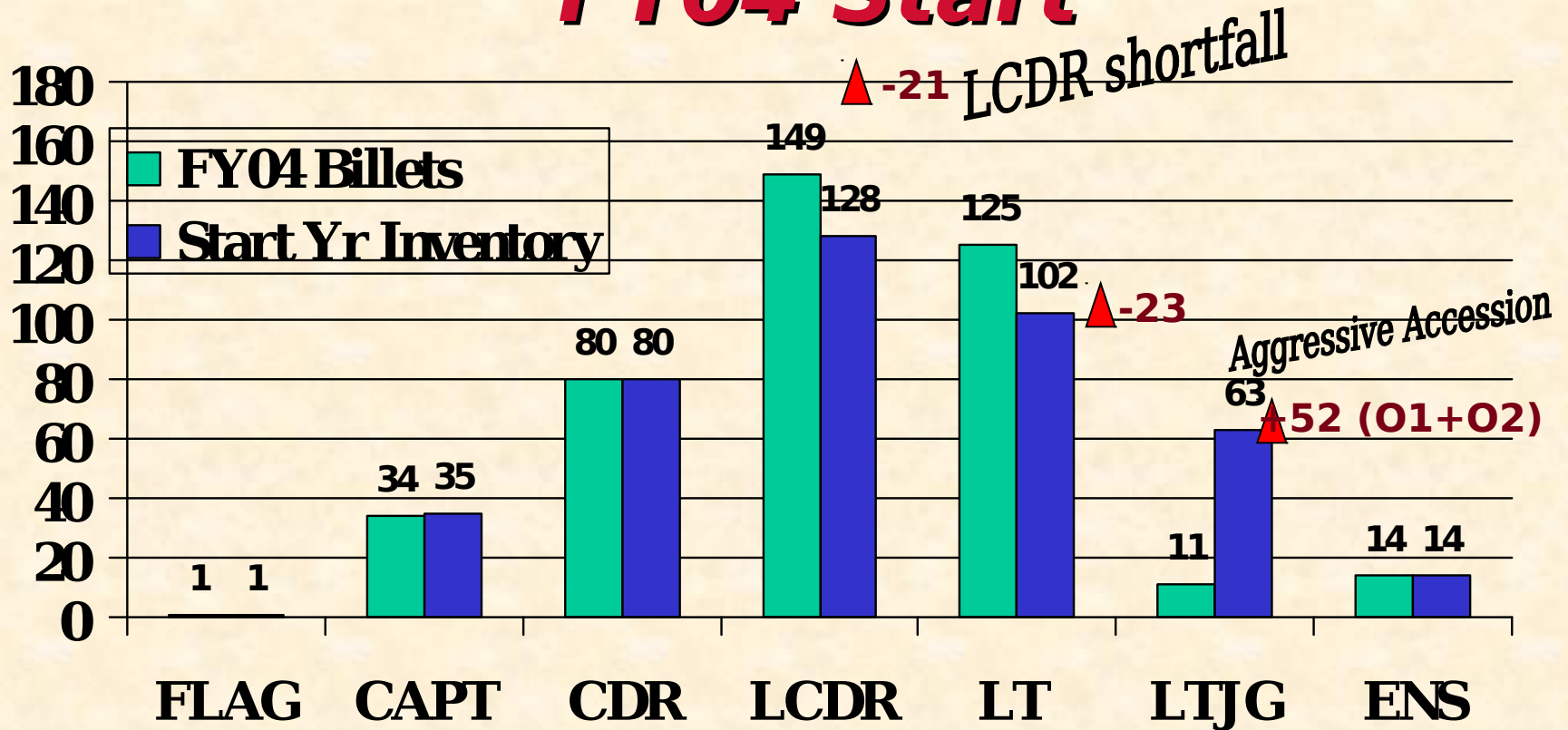


What I think I know about....

- Hey, what's up with the Flag list?
 - President has nominated CAPT McGee to RDML(lower half)
 - Awaiting Senate confirmation
- SWO Pin issue
 - You're not eligible
- Reorganization – LANT/MED/PAC/OPNAV
 - There will be! (No billet, NO BODY!)



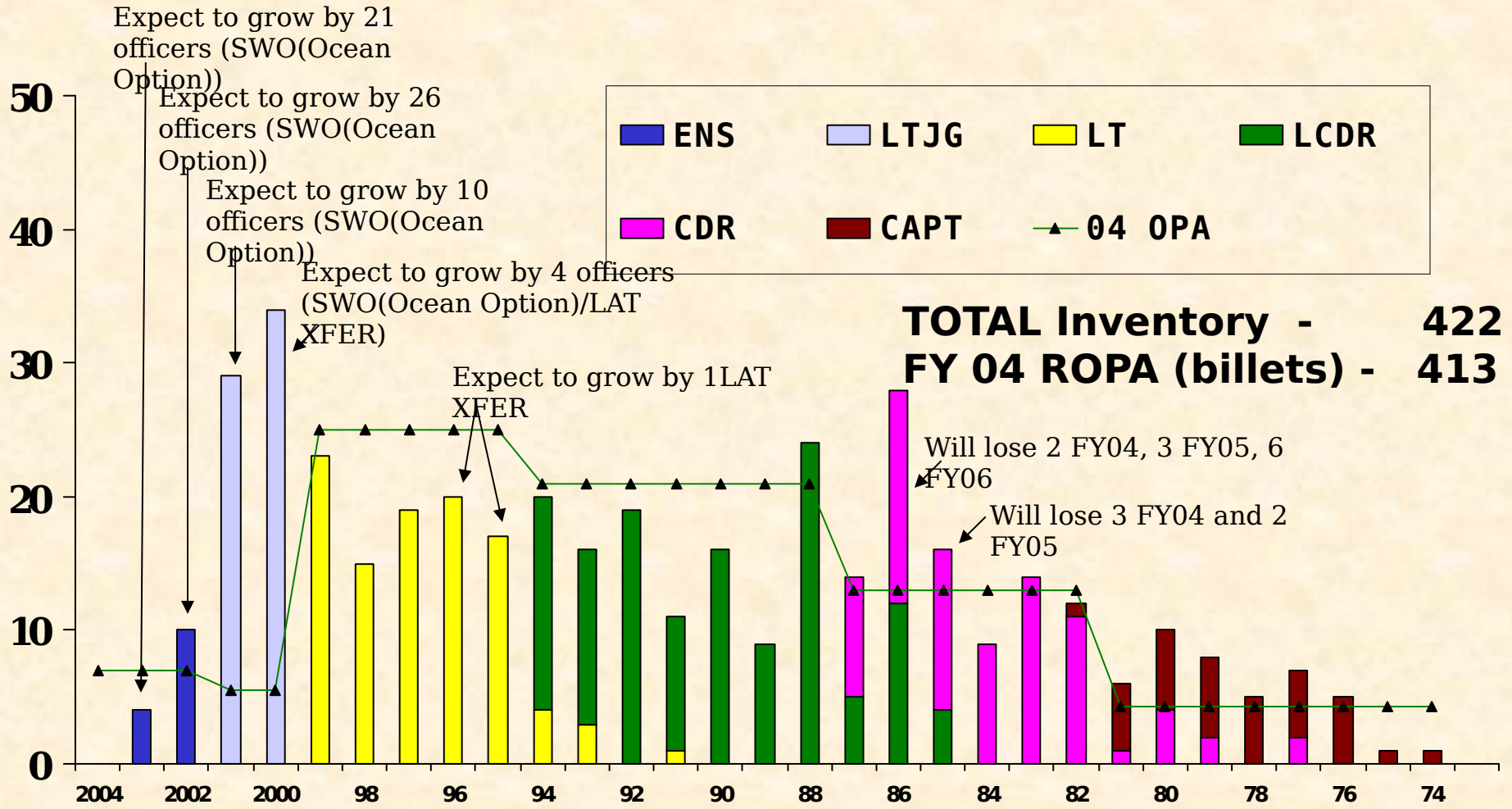
1800 Community Profile FY04 Start



FY04 Billets: 413
FY04 End Strength: 422 (+9)



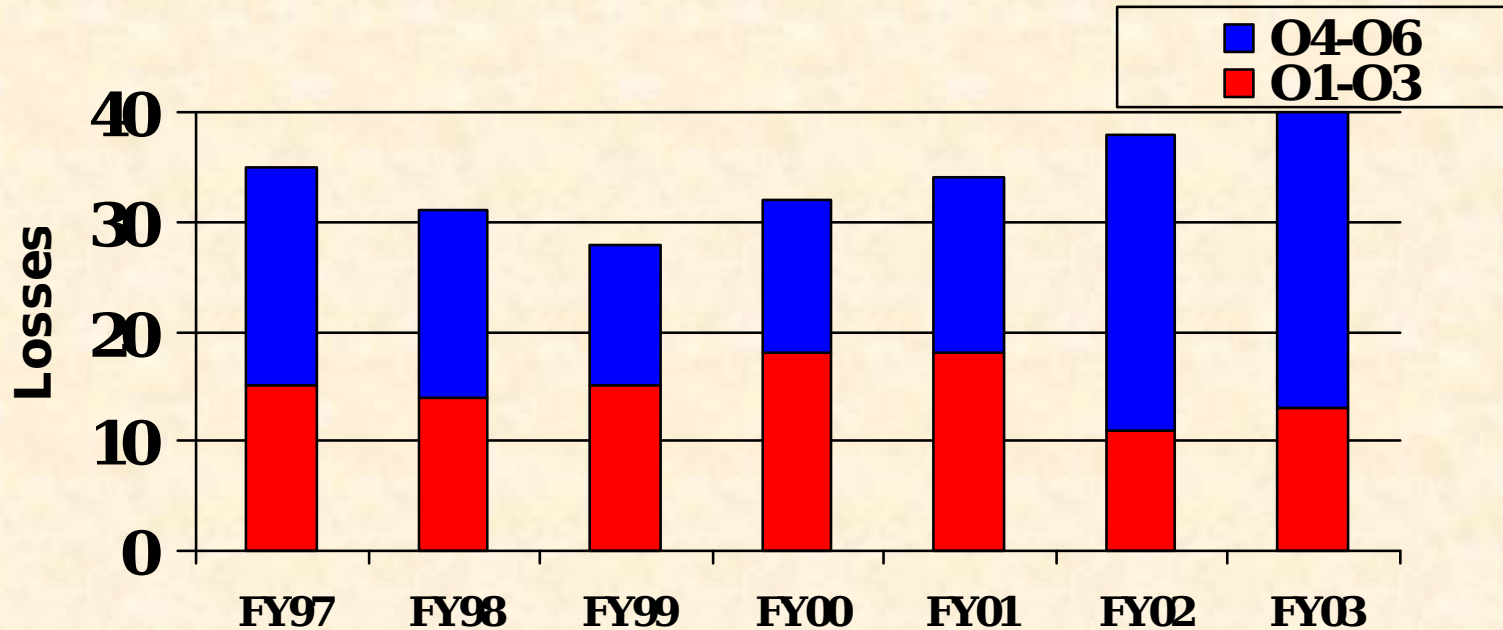
OCEANOGRAPHY OFFICER INVENTORY TO OPA (22 Oct 03)



YG Size



Oceanography Officer Attrition



	Average	FY03	FY04*
0-2 annual losses:	0.3	1	0
0-3 annual losses:	13.7	8	10
0-4 annual losses:	7	14	7
0-5 annual losses:	7.7	6	13
0-6 annual losses:	4	4	9
TOTAL	33	33	39

39-9 = **30** officers
we can access:
MAX!

6 new ENS
30 Option/LATs
= **36....**

***Projected**



1800 Accession Plan

(Goals/Actual to date)

SOURCE

FY03

FY04[#]

FY05

USNA[^]

2/0

1/0

1

NROTC /ECP[^]

2/0

1/0

1

OCS

5/4

4/1

2

Lateral Xfer*

18/20

9/4

0

Ocean Option*

15/21

21/5

34

Attrites

6/13

0/0

0

Recall

1/1

0/0

0

TOTALS

47/59

36/10

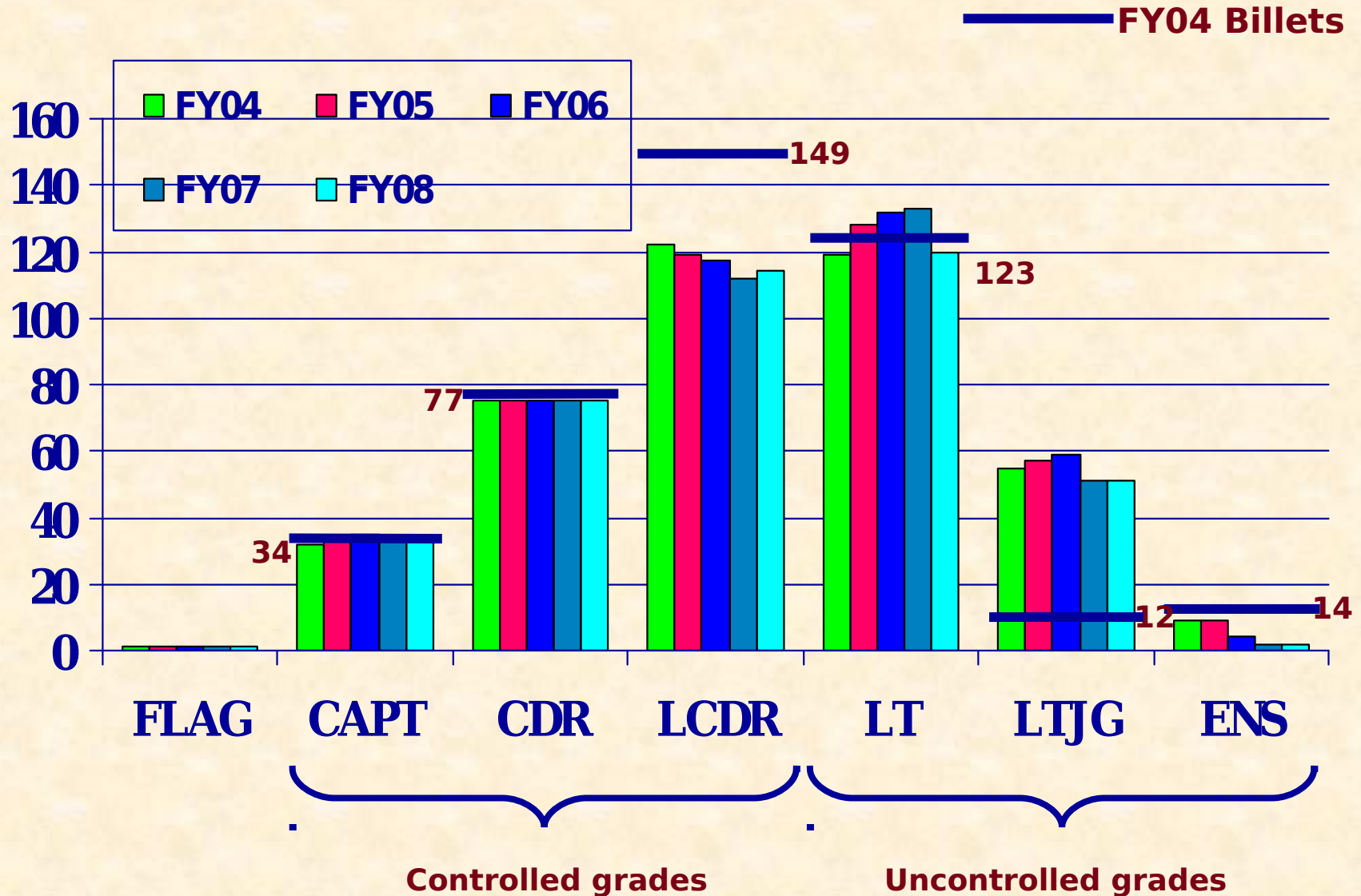
38

Totals to date

* Warfare Qualified Officers

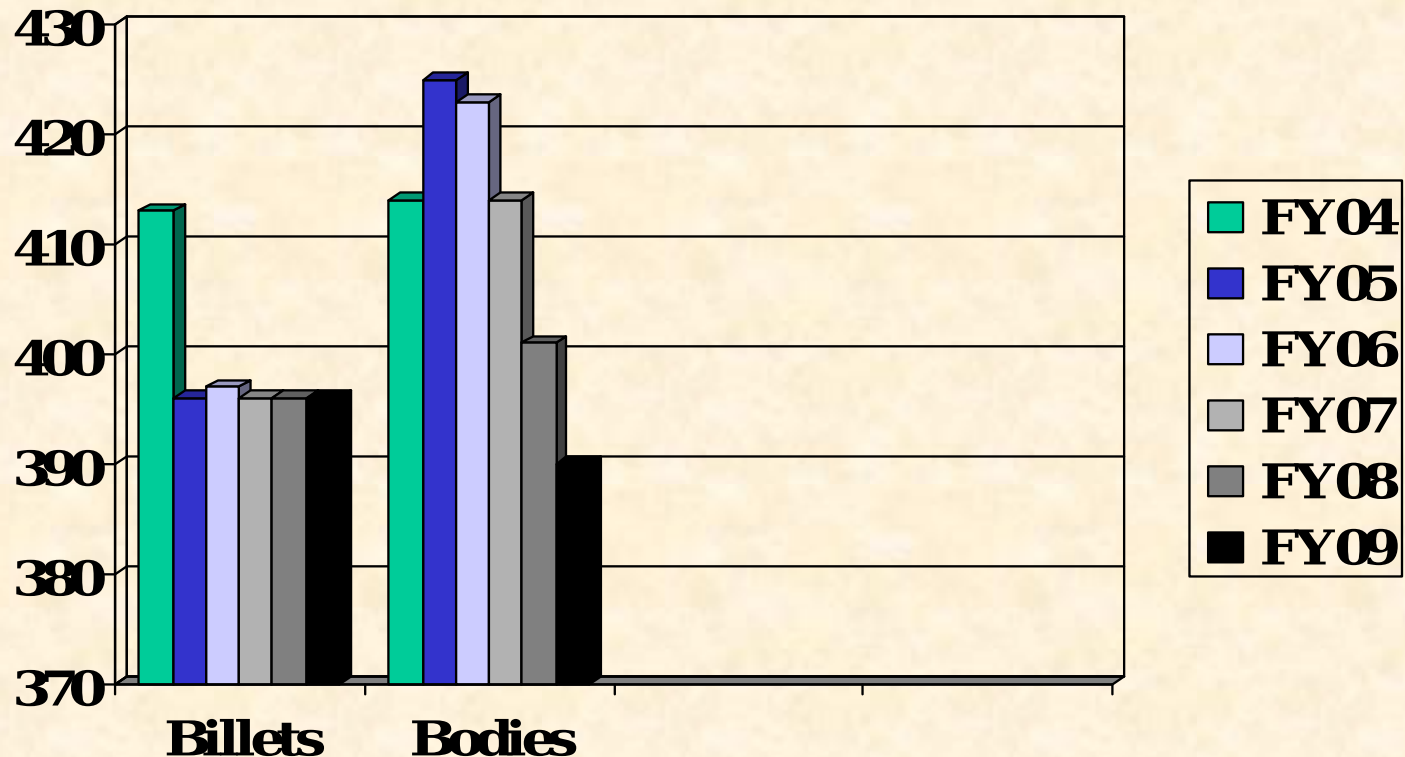


Putting it all together



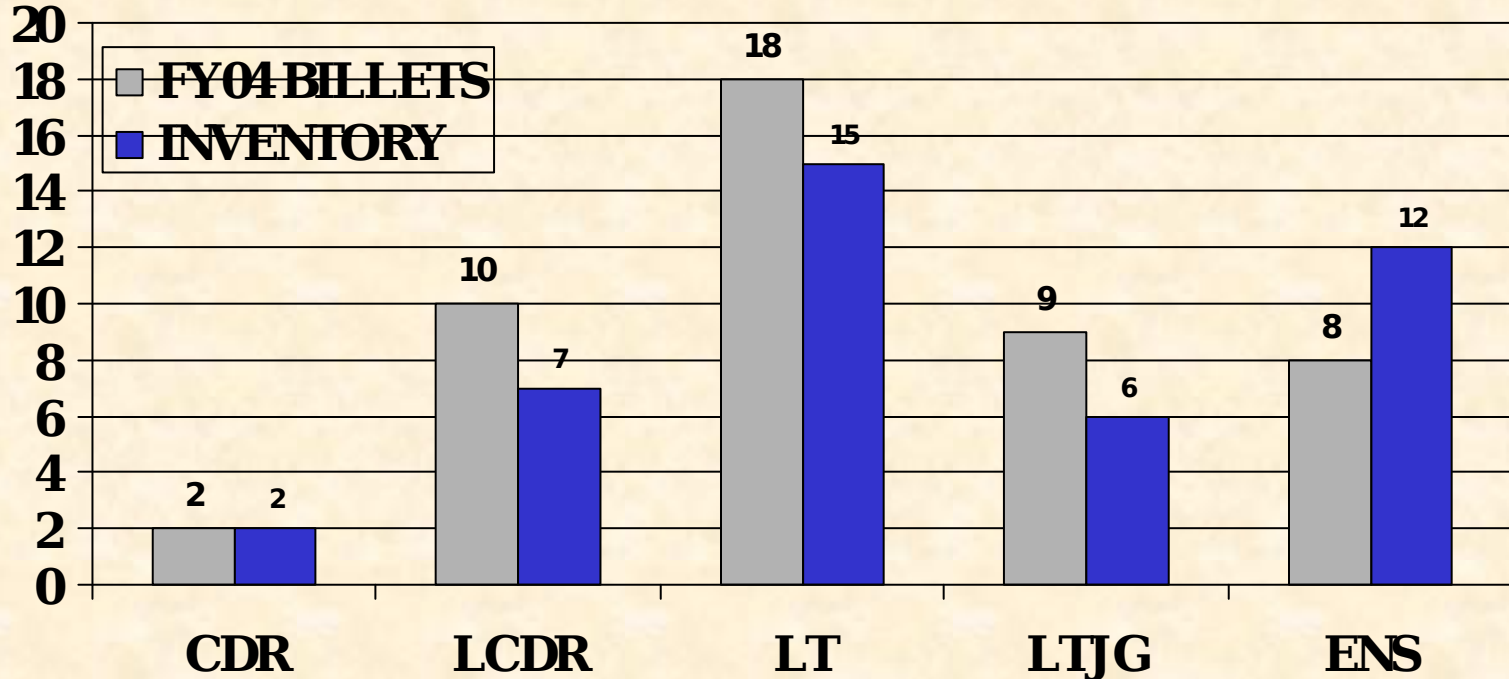


Billets and Bodies: FY04-FY09





LDO Community Profile



FY04 Billets: 47

FY04 Inventory: 42

1? planned for FY05



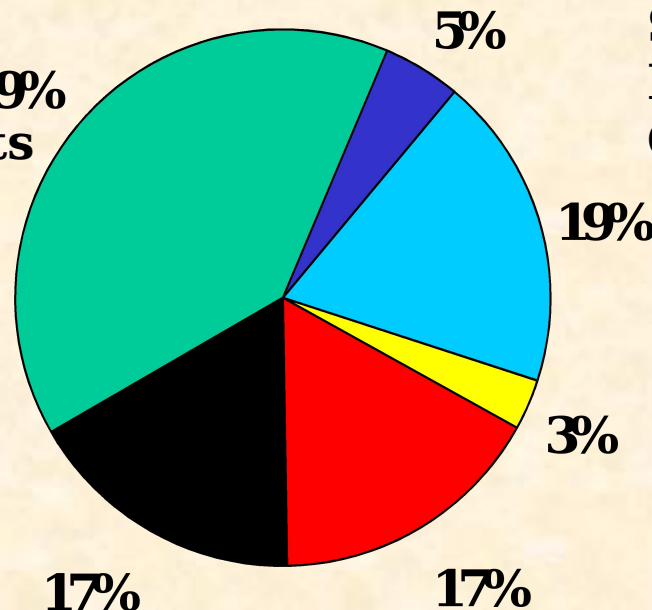
METOC Billet Distribution (1800 & 6460)

DIRECT FLEET SUPPORT

METOC Centers
METOC Facilities 39%
METOC Detachments

AFLOAT

CARGRU
CRUDESGRU
CV/CVN/LHD/LHA
MOB ENV TM (MET)
FLTSURVEY TEAMS



R&D and SYSCOMS

ONR, NRL, NRO,
SPAWARSSCOM,
NAVSEA, NAVAIR,
OPTEVFOR

MAJOR STAFF/JOINT

OSD, JCS, SECNAV,
OPNAV, Unified
Cmts, Fleet
Commands, CNMOC

EDUCATION AND TRAINING

Students: NPS (M.S. and Ph.D.
Programs)
Instructors: NPS, NAVACAD,
TTGL, JMTAC, FLEASWTRACEN

METOC Officer (1000) Career Development

RDM
L



Co

Major Staff

CAPT



Major Shore Command and Staff

CDR

Sea Duty



CDR Command, Command Equivalent, Numbered Fleets,

Leadership

Head
Command,

LCDR

NRI

Post Graduate Education



Ec

LT
LTJG
ENS

• Afloat: CARGRO, CRUDESRO, PHIBRO, CVN, LHD, LHA, FST

Experience



• Afloat: MET, FST



JO Leadership Opportunities

- **Officer in Charge**
 - 7 LT
 - 13 LCDR
- **Mobile Environmental Teams**
 - Department head and division officer
 - Bahrain, Yoko, SDGO, Whidbey Island, Jax, Norfolk, Rota
- **Facility/ Center Department Head**
 - Facility OPSO, Regional Officer
 - Center Asst OPS, Tech Services, Staff Liaison Officer



Afloat Duty

<u>Ship</u>	<u># Billets</u>	<u>Notes</u>
CV/CVN	12	
LHD	7	
LHA	5	
Fleet Staff	5	2ND / 3RD / 5TH / 6TH / 7TH
CCDG	6	
CCG	6	
Flt Surv Tm	18	
PEP-UK Hydro	1	
MET	<u>19</u>	Norfolk, Pearl, Rota, Bahrain SDGO, JAX, Yoko, Whidbey
Total	79	

Bottom Line:

- ⇒ ***Naval Oceanography is a Sea-Going Service***
- ⇒ ***Crucial Part of your Professional Development***



Postgraduate Education

- LCDR and above billets require 6401P (METOC Operational Sciences) - Can earn only at NPS
- 6402P (Oceanography)
 - can be earned at MIT/WHOI
 - May be granted to an officer with MS from CIVINS coupled with operational experience (subject to NPS review)
- NPS requires APC of 323 (can get waiver for 324)



Joint Duty & Education

- **METOC Joint Duty Tours - 18 Total**
 - ✓ **6 CAPT:** NIMA(2), SACLANT, NDU, NATO MIL COM (ROT), OSD(ROT)
 - ✓ **5 CDR:** JCS, PACOM, STRATCOM, SACLANT RESRHCEN, JFCOM
 - ✓ **7 LCDR:** NIMA, STRATCOM (3), EUCOM, CENTCOM, AFSOUTH, NORTHCOM **(ROT?)**
- **Joint education opportunities:**
 - ✓ **1800 Quotas = 3 / yr : NDU, NWC (Senior /Junior)**
 - ✓ **Joint follow-on tour becoming the **norm** for NWC**
 - ✓ **Joint follow-on tour a **requirement** for NDU**
- **JSO = JPME I & II + JOINT TOUR + BOARD**
- **JSO not required as an 1800. We are under a scientific/technical waiver.**



PCS and TEMDUINS Funding



PCS Funds ~ \$1.6M

TEMDUINS ~ \$116K

We move approximately 190 officers per FY

- 130 cost
- 30 no cost
- 30 retirement/resignation

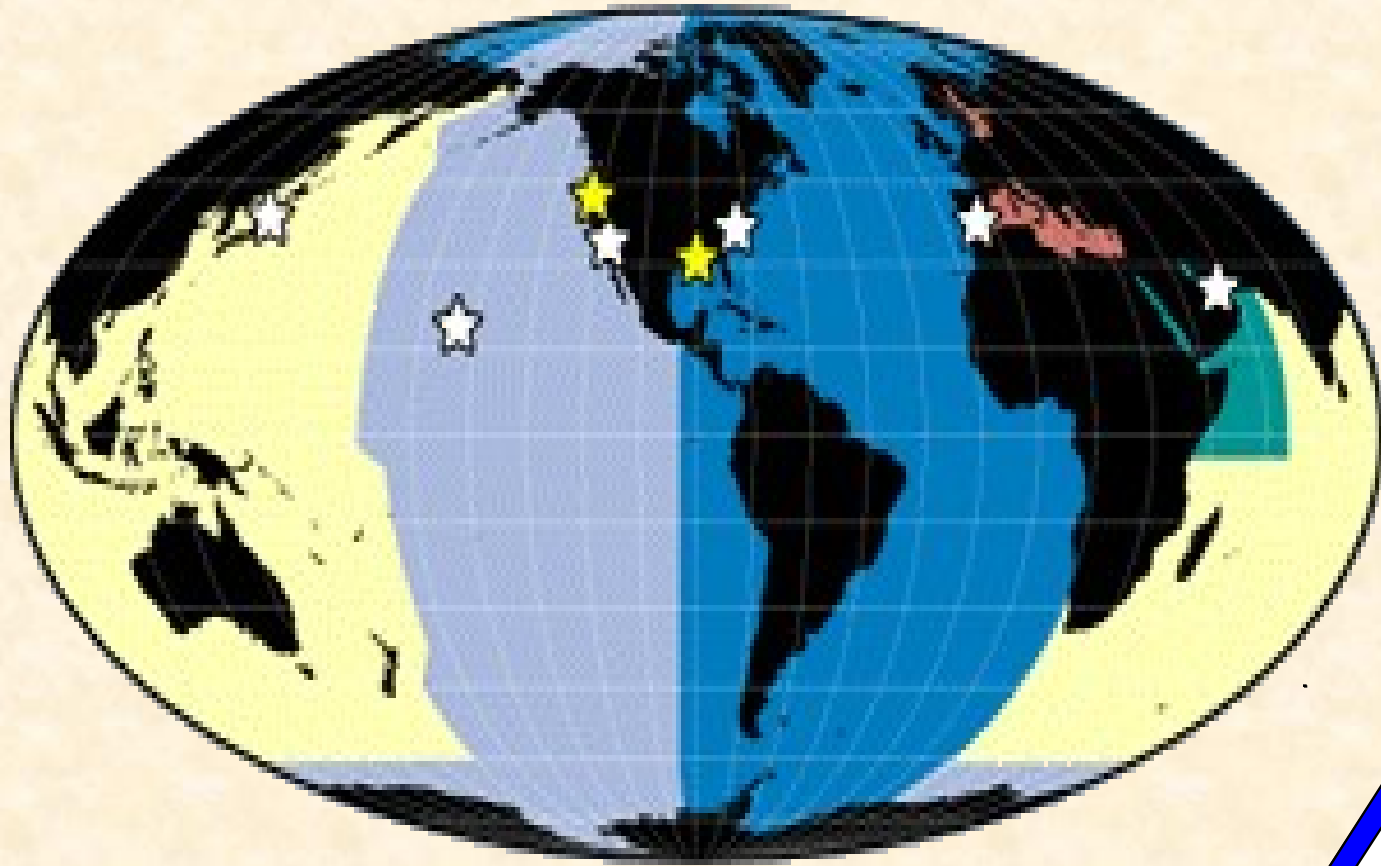


FY04 \$\$ issues

- 25% move reduction
- \$1.5M
- 124 “costed” moves estimated
 - Moved some officers early (into FY03) to relieve pressure on FY04 budget.
- Going to be tough!
 - Extensions/Longer tours
 - Goal: min 3 yrs station time
 - Retour locally... (Monterey, San Diego, DC, Norfolk, Stennis, Gulfport, Yoko, Rota, Bahrain...)
 - “no two ocean moves...!”
- So far...56 moves/\$735k
- TEMDUINS - only \$133k
 - Money will be tight. JUL BOAT COI in jeopardy.

Where can I go next?

(while preserving officer satisfaction....)





1800 Promotion Opportunity and Flow Points for FY04

"DOPMA GUIDANCE"

<u>Grade</u>	<u>Opportunity*</u>	<u>Flow Points</u>	<u>(1800)</u>
CAPT	50%	22 yrs +/- 1 yr	(22.1)
CDR	70%	16 yrs +/- 1 yr	(16.6)
LCDR	80%	10 yrs +/- 1 yr	(9.0)
LT	All Qualified	4 yrs	
LTJG	All Qualified	2 yrs	

*** +/- 10% as required**



5-Year Promotion Plan

(awaiting SECNAV approval)

<u>CAPT</u>	<u>FY05</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>	<u>FY09</u>
YG IN ZONE	83/84	84/85		85/86	86/87
# IN ZONE	12	8	10	10	10
OPPORTUNITY		50%	50%	50%	
50% 50%					
FLOW POINT	21-10	22-02	22-00	22-01	22-05
 <u>CDR</u>					
YG IN ZONE	88/89	89/91	91/92	92/93	93/94
# IN ZONE	17	16	17	17	17
OPPORTUNITY		71%	75%	71%	71%
71%					
FLOW POINT	16-05	16-00	15-07	15-07	15-05
 <u>LCDR</u>					
YG IN ZONE	96	97	98	99	00
# IN ZONE	21	19	14	22	26
OPPORTUNITY		90%	90%	90%	90%



Your Record

- Maintenance of your Officer record is **your** responsibility
- Your official record consists of:
 - Official Digital Record (a.k.a. microfiche)
 - Officer Data Card (ODC)
 - Officer Summary Record (OSR)
 - Performance Summary Record (PSR)
- Official records are maintained by NAVPERSCOM (PERS-31)
- To review your digital record, you must request your microfiche by mail/fax **or** travel to NAVPERSCOM to access via PERS-31 computers
- ODC/OSR/PSR available via the Internet
- We can assist/provide guidance on record correction if required



ODC/OSR/PSR Online

- **You can access your ODC/OSR/PSR online**
- **Web site is:**
www.staynavy.navy.mil
- **Select “Officer” and then “Records Online”**
- **Use your Bupers Access UID (SSN) and password**
- **Site contains explanation of fields and also directions on how to correct**



Selection Board Preparation

Check and re-check your ODC, OSR/PSR and microfiche:

- **FITREPS and OSR/PSR must match**
- **Unreadable documents**
- **Missing Reports and Awards**
- **Photo in current grade**
- **Concurrent with no Regular Report**
- **Wrong administrative information (ODC and OSR/PSR)**
- **Gaps/overlap due to incorrect report/detaching dates**
- **Medical - if you have a Fiche 5 entry due to medical**



Selection Boards - In the Tank

Newest

Oldest

OSR Summary

PSR

OSR

OSR

OSR

No Photo!

Briefing member begins brief as soon as record pops up

Members vote 100, 75, 50, 25 or 0 confidence

Brief ends when all members have voted as indicated on the vote tally computer

Typical brief is 30-60 seconds

When all records are voted, a scattergram of scores are displayed. From these "confidence" votes, selections are made to promote, send to follow-on tank, or remove from further consideration

Vote Tally



COMMANDER “Trends”

- **Postgraduate Education - 6401P**
- **Competitive Sea Tour**
- **Demonstrated Leadership at all Levels**
- **Sustained Superior Performance In Tough Jobs**

“BEST FULLY QUALIFIED



CAPTAIN “Trends”

- **Outstanding Sea Tours (O4 / O5)**
- **Major Staff Tour (O4 / O5)**
- **Command Screened**
- **Command or Command Equivalent Tour at O**

The Bottom Line ...

- **Sustained superior performance in tough jobs**
- **Demonstrated leadership at all levels**



Selection Board Lessons

Learned

- No single tour either guarantees or precludes selection. Pattern of **demonstrated leadership/excellence** in demanding assignments is key to selection
- **04 Sea Duty and P-codes - necessary but not sufficient!**
- **Excel while at sea; success in 04 Sea Tour is essential. Boards want to see operational quals. The flavor of the sea tour (i.e. CCG/CCDG, CVN, LHA/LHD) isn't a factor; it's how you perform in the tour**
- **Try to take "hard jobs" ashore: DC, CNMOC, Operational Staffs, XO, Hard OIC**
- **Break out where you can: EP, in the narrative (rank against other designators), above Reporting Seniors Cum Avg!**
- **Show continuous improvement P.....MP.....EP**
- **Ranked 1 of 1 MP when EP is available is considered a hit unless next FITREP shows EP**
- **Don't give up above zone - take hard jobs and excel!**
- **Watch out for long NOB periods... should have write-ups**



Command Screen Process

- **CNMOC Command Screen Policy dtd Nov 02**
 - **Allows recent O5-selects to be considered for Command Screen. Approx 30% first year, and 50% of the remaining second year!**
- **Process is similar to statutory board except all voting members are 1800s**
- **Two sub-boards: CAPT and CDR**
- **Screen to Requirements (URL model)**
Commands / Tour Length = # Selects / PYG
- **Screened officers awaiting CMD/CMD-EQ are re-screened**
- **Officers with declining performance or refusing CMD / CMD-EQ are de-screened in official correspondence**

FY04 Command Screen Board: 18 Dec 03!



Command Opportunities

- **CAPTAIN COMMANDS**
 - 5(3?) Regional METOC Centers
 - 2 Primary Production Centers
 - Naval Observatory
 - PEO C4I Major Program Manager
- **COMMANDER COMMANDS**
 - 4(5?) Regional METOC Facilities
 - NCMOC Bahrain
 - NMOPDC Gulfport
 - Naval/National Ice Center
 - Naval Technical Training Unit
- **COMMANDER COMMAND EQUIVALENT**
 - 5(3?) XO of Regional METOC Centers
 - Deputy Superintendent USNAVOBSY
 - 5 Numbered Fleets



FY03 Command Screen Results

- **CAPT Command Screen**
 - **Eligible: 6 first look**
 - **Selected: 4**

- **CDR Command Screen**
 - **Eligible: 4 third look, 8 second look, 14 first look**
 - **Selected:**
 - **1 third look (25%)**
 - **4 second look (50%)**
 - **5 first look (36%)**



NPC Customer Service Center

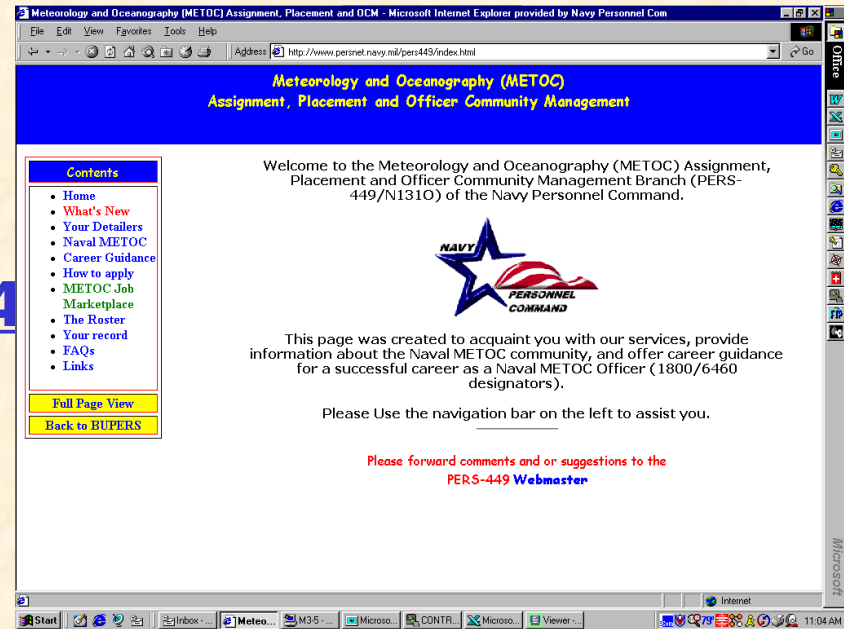
- **WWW.STAYNAVY.NAVY.MIL**
- **TOLL-FREE 1-866-U-ASK-NPC**
- **INFORMATION ON:**
 - **PAY AND BENEFITS**
 - **SRB**
 - **CSB/REDUX AND HIGH-3 RETIREMENT**
 - **SERVICE RECORD INFORMATION**
 - **PCS MOVES INFORMATION**
 - **REENLISTMENT**
 - **CONTINUATION**
 - **PROMOTION**
 - **ADVANCEMENT**
 - **FITREP/EVALS**
 - **RATING CONVERSION REQUESTS**



Homepage

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- Contents include:
 - Career Guidance / Admin Assistance
 - Promotion Zones
 - **METOC Job Marketplace**, FAQ, Links
 - Updated Weekly